



**3rd Annual Conference  
Plan for Success**

## *Agenda*

*State Human Resources Division Conference  
October 10th and 11th, 2012, Gateway Center, Helena, Montana*

### **Wednesday, October 10**

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|---------------|--|
| 7:30 – 8:30   | Registration and Continental Breakfast   |
| 8:30 – 8:45   | Welcome & Opening Remarks  |
| 8:45 – 10:15  | <b>"Help! My Most Experienced People are Retiring"</b><br>Keynote: Patrick Ibarra, The Mejorando Group   |
| 10:15 – 10:45 | Break  |
| 10:45 – 12:00 | <b>"Help! My Most Experienced People are Retiring" (Continued)</b>   |
| 12:00 – 1:30  | Lunch  |
| 12:20 – 1:20  | <b>Lunch Presentation: CareHere (New Employee Benefits)</b>  |
| 1:30 – 2:45   | <b>Panel Discussion: Managing Compensation in Montana State Government</b><br>Panelists: Julie Sanders, Fish, Wildlife & Parks; Ken McElroy, Corrections; Jim Kerins, Communication and Management Services, LLC; and Paula Stoll, State Human Resources |
| 2:45 – 3:15   | Break  |
| 3:15 – 4:15   | <b>Managing Compensation in Montana State Government (Continued)</b>   |

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**Thursday, October 11**

|               |   |
|---------------|---|
| 7:30 – 8:30   | Breakfast   |
| 8:30 – 9:45   | <b>Leading Change Isn't a Spectator Sport</b><br>Patrick Ibarra, The Mejorando Group                |
| 9:45 – 10:15  | Break   |
| 10:15 – 12:15 | <b>One More Tool for Your Employee Management Toolbox*</b><br>Thomas Barber, Profiles International |
| 12:15 – 1:15  | Lunch   |
| 1:15 – 3:15   | <b>Employee Engagement: Long-Term Employee Edition</b><br>Marc Scow, The Collaboration Institute    |
| 3:15          | Closing Remarks   |

\* Thomas Barber of Profiles International will be available for questions and discussion during lunch and for an hour immediately following the conclusion of the conference.